

HWDN Health Careers Pathway Committee – meeting notes – September 10, 2002

Present: Rhonda Coats, Chair; Gloria Rodriguez, Kathy McVay, Terry Tatko, Teresa Stone, Donna Russell, Madeleine Thompson, John Fricke, Maria Victoria Peeler, Cathy Verrenti, Kim Moore, Marianne Seifert, Steve Meltzer via phone.

Special thanks to Kim for taking notes and helping edit survey!

1. Discussion and revision of Health Careers Pathway Survey

(See revised survey attached.)

Terry Tatko and Kathy McVay have drafted a cover letter with information on how data will be used, HWDN goals, survey purpose, and why people should complete survey (attached).

- At end of survey there should be a box to check if participants want to receive survey results.
- Is there a way to prevent people from filling out survey more than once?

2. Survey Contacts

Five lists have been sent to Marianne, so far (thank you!!):

- WSU Spokane (including Intercollegiate College of Nursing) WSU Pullman, and EWU.
- UW, WSU and EWU
- Professional associations
- Private career schools – health care
- Nursing home association contacts

HWDN members will send survey to personal contacts, as well.

- Set a deadline for submitting contact lists and ensure there are no duplicates.
- Difficult to get complete list of WDCs – each could send email with survey out to their subsidiaries.
- Who will send out the survey to contacts? SBOH or UW?
- Contacts will be sent an email (the cover letter) with a link to the survey.

HWDN members who volunteered/were volunteered to develop lists of organization/association contacts (from May 7, 2002:

Skill Centers (9) - Teresa Stone
Community and Technical Colleges (34) - Rhonda Coats
OSPI Health Occupations classes - Teresa Stone
Community and Migrant Health Centers (32) - Vickie Ybarra
WS Hospital Association - Troy Hudson
WS Association of Public Health Officers - June Beleford (& Vickie Kirkpatrick)
Public 4-year Colleges & Universities - Christine Edgar, Kim Moore, Bronwynne Evans
Private 2-year career schools - Madeleine Thompson
Private 4-year schools (HECB) – Madeleine Thompson?
Workforce Development Councils - Cathy Verrenti
Long-term Care Association - Kathy McVay
Health profession associations & foundations - Charles Weatherby and Lynnette Wells
Laboratory Workforce Task Force - Terry Tatko
Tribes - Joe Finkbonner
Community-based programs (MESA, GEAR-UP, etc) - Cathy Verrenti

3. Incorporation of other pipeline/pathway efforts

- Old SBOH and Gear-Up matrixes of programs not complete, so HWDN survey is needed.

4. Survey data access and use questions and issues

- Pipeline training board in SW Regional are looking at using HWDN survey – how do they access data?
- If UW created survey, who does data belong to? Who is going to analyze data? Will results be published? Can results go on SBOH website? Will people be able to search the data? If we have search capacity we will have to tell people that their data is going to be shared. Is a data use agreement needed?
- If data release is limited, or anonymous (names and organizations deleted) they won't be able to contact each other. Program, goals, and contact information could be separated so people can contact each other, but information remains confidential.
- One purpose of the survey is to connect programs with each other. If people want information on the survey or a group that filled out the survey, who should they contact – UW or SBOH?
- What is the purpose of doing the survey if we can't share information? To identify gaps.
- If information is public, we have human subject review board issues at the UW.
- We want to pre-sell the survey in our organizations' newsletters.

Do we need another meeting to review goals and purpose of the survey, and how the data will be used?

5. Career ladders discussion

- How do people get to health careers, what is the most direct route?
- Example of Yakima WDC career ladder web site: pick 3 or 4 careers and do a model pathway for people to see how they get where they want to be. Another example is the WorkSource information on what courses you need, schools that offer courses.
- Don't need to repeat this, but need to direct people to these pathway resources, web sites.
- More than 200 school districts have printed materials on career pathways. Districts will be required to offer pathways' post certificates of mastery.
- All middle and high schools are going to be mandated to have pathway materials, survey of interests, tell students which jobs fit their interests, how to get into the fields, what classes to take.
- An inventory of available information, resources, who to contact is needed. The WS Hospital Association has a section on their web site, as does Tacoma-Pierce County.
- Whatever we do we should have a disclaimer saying there is more than one way to accomplish your goals.
- There are some health facilities that allow people to start out as a CNA and move up.
- What about access to information issues, self-limiting, not knowing about job options, cultural barriers? This group should not address career ladders in general, but should address diversity and cultural barriers. This is a marketing issue.
- In Pierce County 3 hospitals have hired one career outreach coordinator to help people with health careers. They may not be specifically for diverse populations.
- We need to tap into private institutions that give home health services. They may employ people from diverse cultures, immigrants.
- Career ladders are not the work of this committee. We make recommendations to recruiting committee for how they target specific groups. This is an issue for the larger network.